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HUMAN RIGHTS REPORT

Fall 2003

Kentucky Commission on Human Rights Quarterly Newsletter



A rendering of Ky. Civil Rights Hall of Fame 2003 inductees, representatives, and officials at the inductions. Background photo is Union Station during the event.

On the shoulders of Giants

The Kentucky Civil Rights Hall of Fame 2003 honored 14 new inductees at a special ceremony on Tuesday, July 29, at the historic TARC Union Station in Louisville. More than 450 people attended the inductions and reception given by the Kentucky Commission on Human Rights (KCHR).

The inductees reflect a variety of fields, disciplines and causes. They include educators, civil rights activists, religious leaders and elected officials.

Each member helped make life better for their fellow Kentuckians, said Beverly Watts, KCHR executive director. "Your courage, determination and sacrifice made it possible for all of us to look at each other in a different way," she said during a keynote address at the event. "You stood tall...so that each of us could simply stand."

The 2003 inductees are:

- * Ruth Booker Bryant of Louisville
- * Professor Carolyn S. Bratt of Lexington
- * The late Rev. Bob W. Brown of Lexington
- * Raoul Cunningham of Louisville
- * Joseph Graves of Lexington
- * Rev. Alfred F. Horrigan of Louisville
- * Mattie Johnson Jones of Louisville
- * Henry Allen Laine of Richmond

- * The late Robert S. Miller of Lexington
- * The late Sterling Neal Sr. of Louisville
- * Darryl T. Owens of Louisville
- * Henry F. Wallace of Prospect
- * The late William Warley of Louisville and
- * The late William Carl Young of Paducah.

Event speakers included KCHR Chair Priscilla Johnson, Louisville Deputy Mayor William Summers IV, and Kentucky Governor's Representative Bill Riggs. KCHR premiered a new slide and audio presentation, "The Kentucky Civil Rights Hall of Fame. Looking Back in Honor. Moving Ahead in Commitment."

The new inductees join 22 inaugural members from 2000 and 16 members from 2001. The commission created the hall of fame at its 40th anniversary, and it quickly became one of the state's largest civil rights education and outreach initiatives. It has been held bi-annually since 2001.

This year's inductees were selected from among 47 nominations made by the public. A panel of 16 judges from across Kentucky made the selections based on criteria that included exemplary leadership in civil rights; serving as role models in the struggle to eliminate discrimination; and advocating for fairness through their thoughts, words and deeds.

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Chair

Priscilla Johnson
Lexington

Commissioners

Ann Darragh
Bardstown

Richard E. Brown
Owensboro

William Cleves
Covington

Thurmond Coleman Sr.
Louisville

Henry Curtis
Frankfort

Sue Dowdy
Russell

Deborah Kent
Louisville

Todd Hollenbach IV
Louisville

Anita Simmons
Hopkinsville

Y. Denise Payne Wade
Louisville

Beverly Watts
Executive Director

From the desk of

Beverly Watts

Executive Director



Fighting for a Dream

Fortieth Anniversary of the March on Washington

Forty years have passed and an entire generation of adults living now was not yet born on Aug. 28, 1963. They have no memory of that summer day that blew a passionate gust for justice and equality across this country.

I was a teenager living in Nashville when I watched the historic 1963 March on Washington for Jobs and Freedom on television with my father, mother and younger sister. The same hope that was visible in the faces on the screen was also in my parents' eyes. I didn't know, yet, but I was witnessing one of the most momentous events in American history.

No one is sure how many people gathered in what we know is the largest political demonstration to ever take place in the U.S. Estimates range from 200,000 to 500,000 people.

Of this, however, surveyors are certain: Women, men, blacks, whites, people of many ages, religions, rich and poor, and from all walks of life, marched up Independence and Constitution Avenues just before noon, and made their way to the Lincoln Memorial. Ordinary people

had come to the capital to demand action by Congress.

The backdrop to this event included the apartheid outrages in Birmingham, Ala., the recent murder of Mississippi NAACP leader Medgar Evers, acts of terrorism and intimidation in the South, a black unemployment rate twice that of whites with more than 1.5 million blacks looking for work.

A bill was working its way through the legislature. If passed, The Civil Rights Act would offer the first federal protection to African Americans seeking to vote, shop, eat out, and acquire education on equal terms.

The protesters were demanding immediate elimination of racial segregation in public schools, which although outlawed some years before, was still rampant in the South. They were pushing for a public works program to provide jobs, job training and placement, and a \$2 minimum wage.

The crowd heard many speakers and singers that day. The list of the famous in attendance included Josephine Baker, Charlton Heston, Ossie Davis, Marlon Brando, Sammy Davis Jr., Sidney Poitier,

Lena Horne, Diahann Carroll, Paul Newman and Harry Belafonte. Civil Rights heroes Rosa Parks, Daisy Bates, Diane Nash and Gloria Richards were introduced to the crowd. Marian Anderson, the great contralto, sang.

Organizers of the march were known as "The Big Six." Members of the group spoke – Roy Wilkins, president of the National Association for the Advancement of Colored People (NAACP), Kentucky's own Whitney Young Jr., president of the Urban League, and 23-year-old John Lewis, chair of the Student Nonviolent Coordinating Committee (SNCC) – they gave voice to the cry for equality and freedom.

One other Big Six member, of course, Dr. Martin Luther King Jr., galvanized hope in the closing address when he gave his famous "I have a dream" speech. His dream of equality, freedom and understanding was, as he said, one deeply rooted in the American Dream.

As I look back on that historic day, it is the passion that I remember. It is this passion that sustains me today. It is the passion of diverse peoples whose minds open beyond the barriers and strongholds

of a corrupt past, to stand in firm unity for a vibrant, inclusive, just America.

In a speech at the U.S. Capitol last month, Mr. Lewis, now a Congressman of Georgia, said of that day: "You could feel the great sense of community and family. It represented America at her best."

Like Congressman Lewis who called on members of Congress to "recall the passion, the vision and the determination that made the United States the greatest nation on earth," I, too, believe that drawing on the passion for right will always be the key to change.

The 1963 march infused confidence and strength into the Civil Rights Movement. It was the genesis of laws that expanded protections for women, people of color, persons with disabilities and older Americans.

The Civil Rights Act passed in 1964. The Voting Rights Act passed in 1965. In years following, federal appointments marked the end of the

all-white tradition in the Cabinet and Supreme Court. In the time since the 60s, strides have been made to protect people from discrimination regardless of their race, color, religion, national origin, sex, disability and age.

Yet, 40 years later, there is much work to do. A culture of prejudice and racism gnaws at our society. It overtly bares its teeth, and more often, spreads poison in subtler form behind the scenes. Its effects are observed in hateful behavior, different treatment and discrepancies surrounding education, justice, glass ceilings, income levels and poverty.

In Doris E. Saunders' "The Day They Marched," the author cites a journalist's description of the passion evoked when singer Mahalia Jackson stepped to the podium that day at the Lincoln Memorial rally and sang a gospel hymn, "I've Been 'Buked and I've Been Scorned." The journalist wrote, "The button-down men in front and the old women in back came to

their feet screaming and shouting. They had not known that this thing was in them, and that they wanted it touched. From different places and different ways, with different dreams they had come, and now, hearing this sung, they were one."

The landscapes of this country and the world were changed by the 1963 March on Washington. The movement, the dream, is evolving today, having stretched from Birmingham to Beijing to Botswana and beyond. The dream has been realized in many areas but it continues as a goal in many others.

The ideals expressed by Dr. King that day are simple: "We the people" includes all of us. Ordinary people make the difference in the continuing march toward equality in education, economies, housing, healthcare, employment, criminal justice, and any area where there are disparities and discrimination.

Announcements

Ky. Commission on Human Rights Commissioner Anita Simmons of Hopkinsville was sworn in on April 17, and represents the First Supreme Court District. She replaced Commissioner Kathryn Robinson, who resigned for personal reasons, and will complete her term.

Ky. Commission on Human Rights Commissioner Ann Darragh of Bardstown was sworn in on Sept. 30, and represents the Third Supreme Court District. She replaced Commissioner Robert Bowling of Middlesboro, whose term expired.

KCHR released a **new fair housing video in Spanish**, *Sus Derechos en la Vivienda* (Your Fair Housing Rights). Funded by a HUD grant, This education and outreach tool is in libraries throughout Kentucky. It is aired weekly by Metrouniversity television in Louisville.

The Kentucky Housing Corporation, Kentucky Department for Local Government and KCHR released the **Fair Housing Handbook**, the first easy-to-read, comprehensive guide to help people understand the right to fair housing in Kentucky.

The commission received The **Innovative Joint Outreach in Governmental and Inter-District Proactive Prevention Strategies Award** given by The U.S. Equal Employment Opportunity Commission (EEOC). **EEOC Chair Cari**

Dominguez presented it to KCHR Exec. Director Beverly Watts in Chicago in May. The award was given for the Tri-State Employment Best Practices Forum held in September 2002 at the University of Cincinnati. It was the first of its kind hosted on a multi-state and federal level. The award was also given to the other hosting agencies, Indiana Civil Rights Commission, Ohio Civil Rights Commission, and the EEOC districts of Cleveland, Ohio, and Indianapolis, Ind.

KCHR Exec. Director **Beverly Watts is the winner of the Governor Martha Layne Collins Leadership Award 2003**. Selected from 58 nominees and out of four finalists, Ms. Watts received the award in Lexington on Sept. 16 at the awards luncheon of the Women's Business and Leadership Conference.

The giant **Ky. Civil Rights Hall of Fame sculpture** will be on permanent display at Kentucky State University in Frankfort. KSU President William Turner will unveil the sculpture on Friday, Oct. 17, at 11:30 a.m., in the Carl Hill Student Center. The public is invited. Created by artist Garry Bibbs, the bridge-shaped work is constructed of steel and encases photographs and plaques of inductees. Contact Akia Robertson, Ky. State University, at 502.597.6260, or Victoria Dempsey, KCHR, at 502.595.4024 for more information.

KCHR orders Henderson Company to pay damages for Discrimination

The commission ordered Service Tool and Plastic Inc. to pay \$14,758 for suffering and humiliation to a former employee for firing her after she reported alleged sexual harassment by another employee. The manufacturing firm in Henderson was found in

violation of the Kentucky Civil Rights Act, which makes it illegal for an employer to retaliate against an employee who files a harassment complaint.

Ninfa Marquinn of Henderson was fired from her job on March 12, 1999,

within hours after telling a supervisor that a male employee grabbed her hip. The ruling, which was made in May, adopted recommendations made by a hearing officer of the Kentucky Attorney General's Division of Administrative Hearings.



Kentucky Civil Rights Hall of Fame 2003 Inductees



Prof. Carolyn Bratt.
Tireless fighter for civil rights and women's rights in particular. Former chair of Ky. Commission on Women, former legal advisor to Ky. Commission on Full Equality for Women. Served on Ky. Supreme Court Committee on Gender Fairness.



Rev. Bob Brown.
Minister standing for civil rights. Led other white pastors to minister to all regardless of race. Encouraged African Americans to join Trinity Baptist Church where he was pastor. Helped organize interracial pastors conference in 1960s.



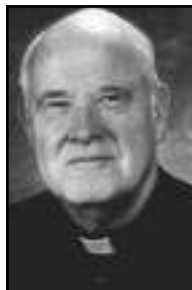
Ruth Booker Bryant.
VISTA coordinator for the West End Community Council from 1964-66. Participated in many demonstrations for civil rights and fair housing in the 1960s, and fought to improve living conditions for African Americans.



Raoul Cunningham.
Helped break racial barriers since the 1960s. Worked for rights in the areas of public accommodations and housing. Helped to form coalition that led to fair housing laws in Kentucky. Works to increase black voter registration and fights for fair election districts.



Joe Graves. Former state senator, state representative and Lexington city council member. Promoter of civil rights and public accommodations law. Helped to integrate movie theaters during the 1960s. Co-chair of the Kentuckians for Public Accommodations Legislation, which lobbied for civil rights laws.



Rev. Alfred Horrigan.
Advocate for civil rights since the 1960s. Pushed for the Louisville 1963 public accommodations and 1968 open housing ordinances. Co-chair of the Task Force on Peaceful Desegregation, which helped integrate public schools in Jefferson County.



Mattie Johnson-Jones.
Advocate for victims of racist policies and practices. Former chair and director of the Kentucky Alliance Against Racial Political Repression. Fighter and spokesperson for civil rights throughout Kentucky for many years.



Henry Allen Laine.
Writer, poet and author. Founder and first president of the Madison Colored Teachers Institute in 1910. Fought against the closure of Berea College to blacks in the early 1900s. Helped black farmers through his position as a county farm agent.



Robert Miller. Sought civil rights for all Americans. Helped plan the historic March on Washington for Jobs and Freedom in 1963. Drafted the charter of the Lexington Human Rights Commission and served as one of its first commissioners.



Sterling Neal Sr. Union leader who fought for the rights of all workers, black and white. Became vice-president of the local union and helped co-workers win some of the highest wages in the South. First black vice-president of the International Association of Machinists in his district.



Darryl Owens. First black assistant prosecutor of the Louisville Police Court, from 1965-1969. Juvenile court judge in 1980 and president of the Louisville NAACP from 1970-1976. Involved in school busing protests and equal rights in education. First black Jefferson County commissioner, an elected post he held for 20 years, a record.



Henry Wallace. Journalist and fighter for civil rights. Marched against segregated restaurants and hotels in the 1960s. Dedicated to writing letters to the editors of newspapers and publications, speaking out for social justice and against prejudices. Participated in countless demonstrations and fund-raising efforts for civil rights.



William Warley. Editor of the *Louisville News* and *African American* newspapers. Won a landmark Supreme Court decision involving the rights of blacks to acquire, own and live on property without discrimination based on race. Fought for the right of blacks to vote.



William Carl Young. Civil rights leader. Created a job bank to find qualified black applicants. Secured state and federal grants to provide after-school programs for struggling students and other programs. Helped Paducah hire its first black police officer.

"Do not depend on the hope of results..but on the value, the rightness, the truth of the work itself..."
Thomas Merton on striving for social justice and peace

KCHR achievement gap report says state needs comprehensive plan

The commission released a new research report on Sept. 29, *Ensuring Education Equality: Understanding the Achievement Gap in Kentucky's Public School System*. Based on an analysis of 12 state school districts, it includes observations and recommendations by the commission to help close the achievement gap. It provides results from interviews of school officials and illustrates some current best practices used in efforts to address the problem.

Findings. The study showed that Kentucky students with a disability suffer the widest overall achievement gaps, followed in order by those from low-income families, those who are black, those who are Hispanic, and those who are male.

Findings were based on an analysis of students' state performance test scores in the 2001-2002 school year.

Disabled students had an alarming overall 25 percent performance gap compared to non-disabled students. Low-income students showed a 20 percent gap compared to their counterparts. Black students lagged 15 percent behind their white counterparts. Hispanic students suffered an approximate 15 percent gap. Male students, while they did not face extreme gaps like other groups, showed moderate gaps compared to female students.

There was a correlation between students with limited English proficiency and students of the Hispanic race. There was a correlation between students in poverty and black students.

The 12 districts in the study were: Jefferson County Public Schools, Fayette County Public Schools, Bardstown Independent Schools, Bowling Green Independent Schools, Covington Independent Schools, Christian County Public Schools, Hardin County Public Schools, Hazard Independent Schools, Henderson County Public Schools, Owensboro Independent Schools, Paducah Independent Schools, and Shelby County Public Schools.

Recommendations. In its attempt and approach to closing these gaps, the

Kentucky Department of Education (KDE) has been more passive than active. The department, which now functions as a clearinghouse for information regarding achievement gaps, should transform its role into that of an organization that spearheads a concerted statewide endeavor to close the gaps.

Currently, the districts used in the study implement individual initiatives and measures to deal with their achievement gap problems. A statewide comprehensive plan is needed to effectively reduce the gaps and standard measures are essential for all Kentucky public schools.

It is important to note that black teachers are under-represented across the state. Of the 41,000 public school teachers in Kentucky, only 4 percent were black, while 10.3 percent of the students were black. There were only 69 black principals in Kentucky, and the state has never had a black superintendent. KDE should aggressively address this discrepancy.

KDE needs to produce and maintain extensive data sets for analyzing the performance scores and outcomes. Although, under the requirement of Senate Bill 168, which was designed to reduce achievement gaps, KDE has begun to maintain some data, further sophistication is needed in its utilization. For example, while it is apparent that there are strong correlations between low-income status and race that contribute to achievement gaps, adequate data needs to be organized to pinpoint those correlations so the issues can be addressed.

While Senate Bill 168 focuses on reducing the achievement gap, it does not insist on increasing the overall achievement levels. For instance, a school district that has a low gap may also have a low overall achievement level. Some superintendents and school officials who participated in the study said they feel KDE needs to share more information and technical assistance in the wake of Senate Bill 168 and its implementation.

Currently, schools' site based decision making councils wield the authority

to make decisions on curriculum and allocation of resources, while Senate Bill 168 holds the school district administrations accountable for reducing achievement gaps. Councils and district administrations need to be held jointly accountable in reaching goals to reduce the gaps.

Measures that are working. Some of the practices currently implemented in individual school districts to address the achievement gap are making progress. Before Senate Bill 168, the Paducah Independent School District formed a bi-level task force, which has developed measures that have produced slow but steady progress in reducing the gap. Henderson County Public Schools have instituted an achievement gap awareness program for their community and Bowling Green Independent School District and Jefferson County Schools have established programs geared toward low achieving students. Both of these programs have begun to yield some promising, positive results.

The recent collaborative by the Jefferson County School District and Louisville business community is another example worthy of note. This latest initiative is designed to address literacy for all students but will have an effect in addressing the achievement gap crisis in Louisville. Efforts such as these, in a focused, aggressive manner, are necessary to close the achievement gap and increase overall achievement for all students.

The report illustrates the seriousness of achievement gaps among various student populations in our public schools. Allowing the existence of these gaps will have disastrous consequences on the future of students who are lagging behind. KDE should devise a systematic, long-term approach for closing the gaps, and speak with one voice to reduce the gaps in individual school districts.

The public may obtain a copy of the commission's report by visiting the website at www.state.ky.us/agencies2/kchr or by calling us at 502.595.4024 or 1.800.292.5566.

Local Commissions News

* After 24 years of using a meeting room at City Hall, the **Ashland Human Rights Commission** officially opened its first office during the third week of September 2003. The office is located in Suite 224 of the Mayo Arcade Building, 16th and Winchester Streets, Ashland, Ky., 41101. The phone number is 606.324.0422. Carol Jackson, the chair of the commission, worked with city officials for more than a year to secure a site and funding for the office. Ms. Jackson had been keeping local commission records in her home. She believes that an office in downtown Ashland will help the organization improve its visibility and provide better service.

* The city of Covington passed a Fairness Ordinance in April that expands protections against discrimination in housing, employment and public accommodations. The city, at the urging of the **Covington Human Rights Commission**, upgraded its five-year-old ordinance that protected residents from housing discrimination to include protections against discrimination in employment and public accommodations, such as restaurants and hotels. It expanded the classes of people protected from discrimination to include sexual orientation. Protection based on other factors, such as race, color, religion and disability had already been included. The number of members of the Covington commission was expanded from five to nine and now includes members from the Hispanic, disabled and business communities.

* The **Lexington-Fayette Urban County Human Rights Commission** marks 40 years of service with a special reception Nov. 6, 2003, at the Urban County Government building in downtown Lexington. The commission will host a civil rights conference from March 3-March 5, 2004, at the Hyatt Regency Hotel in downtown Lexington. A special civil rights luncheon will be held on March 4, in

Lexington. The Lexington commission has invited officials from three neighboring states - Tennessee, South Carolina and North Carolina - to participate. For more information, call 859.252.4931.

* After several years of inactivity, the **Richmond Human Rights Commission** was revived this spring with new leadership and goals. Karen McClain, who works at Eastern Kentucky University, is the new chair. Ms. McClain has said that her goals include educating the public about their rights to fair housing, employment and public accommodations. The commission holds regular monthly meetings at City Hall. Commission members write columns in their local newspaper to keep residents informed of their civil rights. For more information, write P.O. Box 609, Richmond, Ky., 40476, Human Rights@Richmond.ky.us, or call 859.623.1000.

* The **Danville-Boyle County Human Rights Commission** has selected Georgia Tompkins as its new chair. Ms. Tompkins, of Danville, replaces the late Bennie Phillips, also of Danville, who had been the chair for several years. Mr. Phillips died earlier this year. Ms. Tompkins, a member of the commission for two years, works at Centre College in Danville.

*The **Henderson-Henderson County Commission** recently re-elected Nacho Toribio as its chair for the upcoming fiscal year.

*The **Hopkinsville Human Relations Commission** will be celebrating Human Relations Week in Hopkinsville October 20-24. The week will kick off with a breakfast at 7 a.m. on October 20. There will be various other activities, including a workshop on October 22 and an awards banquet on October 24. For information, contact Bernard Standard at 270.887.4010.

*On September 25th, the **Owensboro Human Relations Commission** held its 25th Annual Human Relations Banquet at the Executive Inn Rivermont in Owensboro. The keynote speaker was Mr. Stuart Silberman, superintendent of the Daviess County Public Schools. Awards were given to community leaders. For Non-Profit Organization Citizen of the Year, the recipient was Rev. R.L. McFarland Sr. Leadership Awards were presented, and the Owensboro Human Relations Humanitarian Award was given to Mr. Silberman. The Owensboro Board of Directors has also elected a new President, Mr. David Yewell.

*The **Mayfield Human Rights Commission** recently reorganized, and nine new members were appointed. On September 22, the new commission attended a training and orientation given by the Kentucky Commission on Human Rights. An action plan for the coming year was discussed.

*Several new members have been appointed to the **Murray Human Rights Commission**. The commissioners will attend a KCHR orientation in late October.

*The **Bowling Green Human Rights Commission** is working to enact a Fair Housing ordinance in Bowling Green, which would give the commission enforcement authority in that community. The commission hosted the August 2003 meeting of KCHR at the historic Garvin House in Bowling Green. This was also the site of the Fall Local Commission Roundtable, attended by 18 people, representing Louisville, Lexington, Bowling Green, Mayfield, Paducah, Hopkinsville, Franklin, Bardstown, Murray, Richmond and Owensboro. The roundtable was a great success and provided an opportunity for networking and identifying training needs.

KCHR approves conciliations totalling \$73,240

The Kentucky Commission on Human Rights approved 15 conciliation agreements at regular meetings in June, July, August and September 2003. The agreements are not admissions by the respondents of any violations of the law. The respondents in each case denied all allegations of violations of the law. Conciliations are reached through KCHR negotiations between the complainants and respondents in consideration for the full and complete resolution of all claims.

Audrey Jones, Denise Scott and Connie Stevens v. Tren-D Gifts in Elizabethtown: In three complaints alleging discrimination based on religion in public accommodations, the conciliations included: The respondent agreed to display the Ky. Civil Rights Act compliance poster, attend civil rights training and report to the commission about compliance for two years. The respondent agreed to compensate Ms. Jones in the amount of \$1,500, and Ms. Scott and Ms. Stevens in the amount of \$1,000, each.

Silves Mitchell v. Glasgow State Nursing Facility in Glasgow: In a complaint alleging discrimination based on race (black) in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$3,000, and to attend civil rights training.

William Cleves v. Don Mayes in Hopkinsville: In a complaint alleging discrimination based on familial status in housing, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$500, post the fair housing poster, distribute fair housing literature to all applicants, attend fair housing training and report to the commission about compliance for three years.

Christopher and Cynthia Franklin v. Lyle Craycroft in Frankfort: In a complaint alleging discrimination based on familial status in housing, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$2,500, attend fair housing training, post the fair housing poster and distribute fair housing literature to

all housing applicants.

Betty Runner v. Kentucky Cabinet for Families & Children in Frankfort: In a complaint alleging discrimination based on race (black) and retaliation in employment, a conciliation included: The respondent agreed to to compensate the complainant in the amount of \$20,000, and to continue EEO training.

Salam Ali v. Parker-Hannifin Corporation and PACE Union, Local #5-0943 in Springfield: In a complaint alleging discrimination based on national origin and religion in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$11,000, implement harassment policies and training, post the Equal Employment Opportunity poster, and report to the commission about compliance for three years.

James Cummings v. Waste Management in Russellville: In a complaint alleging discrimination based on age in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$13,840, provide a neutral job reference, provide employment civil rights training, and report to the commission about compliance for three years.

Karrie Hebbeler v. Lloyd and Lou Ann Friend in Covington: In a complaint alleging discrimination based on familial status in housing, a conciliation included: The respondents agreed to compensate the complainant in the amount of \$1,700, post the Equal Housing Opportunity poster, distribute fair housing literature to applicants, attend fair housing training and report to the commission about compliance for two years.

Karla Irvine d.b.a. Housing Opportunities Made Equal (HOME) v. Robert and Angeline Barth in Florence: In a complaint alleging discrimination based on familial status in housing, a conciliation included: The respondents agreed to compensate the complainant in the amount of

\$200, attend fair housing training, and report to the commission regarding compliance for two years.

Edna Green v. T.E. Major Ky. LLC d.b.a. Wendy's Restaurant of Harlan: In a complaint alleging discrimination based on religion in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$2,500, attend employment civil rights training, and report to the commission about compliance for three years.

Deborah Hudson v. Pilot Travel Centers LLC. in Georgetown: In a complaint alleging discrimination based on race in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$2,000, give the complainant a neutral job reference, and report to the commission about compliance for three years.

Debra Blanton v. Paintsville City Utilities in Paintsville: In a complaint alleging discrimination based on sex in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$10,000, attend sexual harassment training, post equal opportunity notices in its place of business, and report to the commission about compliance for three years.

Bryan Roby v. Thybar Corporation in Louisville: In a complaint alleging discrimination based on disability in employment, a conciliation included: The respondent agreed to compensate the complainant in the amount of \$2,500, make necessary changes to the complainant's personnel record, provide the complainant with a neutral job reference, attend employment civil rights training, and report to the commission about compliance for one year.

In other business, the commission dismissed 99 discrimination complaints with findings of no probable cause and accepted 12 complaint withdrawals.

Kentucky Commission on Human Rights

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HUMAN RIGHTS REPORT

The Kentucky Commission on Human Rights will list human and civil rights partners' events. If you want your item to be considered for posting in our newsletter or website, please call John C.K. Fisher, Northern Kentucky Field Office Supervisor, at 859. 292.2935, or write by e-mail, JohnCK.Fisher@mail.state.ky.us. The information should be sent at least two weeks prior to the event for the web and six weeks prior for the quarterly newsletter.

Nov. 6, 2003 at 4 p.m.

40th Anniversary Reception for Lexington-Fayette Urban
County Human Rights Commission
Urban County Building - First Floor, 200 E. Main St.,
Lexington, 40507

Cost: Free

Contact: William Wharton, 859.252.4931

Nov. 7, 2003 at 7 pm.

Louisville NAACP Freedom Fund Dinner
Kentucky International Convention Center, Fourth and
Market Streets, Louisville, 40202

Cost: \$60

Contact: Janice Carter, 859.634.1804 or 859.458.2539

Nov. 8, 2003 at 6 p.m.

Boyd County NAACP Annual Banquet
El Hasa Shrine Temple, 13450 Ky. 180, Ashland, 41102

Cost: \$35

Contact: Ann Newman, 606.329.5490

Nov. 10, 2003 at 9 a.m. - 3 p.m.

National Conference for Community and Justice People
to People Educational Conference
University of Kentucky Student Center, Rose Street and
the Avenue of Champions, Lexington, 40506

Cost: Free

Guest Speaker: Tim Wise

Contact: Mahjabeen Rafiuddin, 859.255.6999

Nov. 11, 2003 at 7p.m. - 9 p.m.

Kentucky Baptist Convention Annual Meeting Music
Concert

Rupp Arena, Downtown Lexington, 40507

Cost: Free

Contact: Immanuel Baptist Church, 859.266.3174

Nov. 21, 2003 at 9 a.m. - noon

Civil Rights Seminar - Northern Kentucky Bar
Association

The Madison Banquet Hall, Seventh Street and
Madison Avenue, Covington, 41011

Cost: \$120

Guest Speaker: Mary Ann Stewart

Contact: Sharmaine Fink, 859.781.1300

Dec. 5, 2003 at 11:30 a.m.

Louisville Urban League Annual Lunch
The Seelbach Hilton Hotel, 500 S. Fourth St., Louisville,
40202

Cost: \$25

Contact: Ben Richmond, 502.561.6830

Dec. 8, 2003 at 5:30 p.m.

Hispanic-Latino Coalition Annual Reception
House of Ruth Campus, 607 St. Catherine St.,
Louisville, 40203

Cost: Free

Contact: Felix Garza, 502.852.8531

Jan. 29, 2004 at 9 a.m. - 4 p.m.

Eighth Annual Race Relations Summit
Hyatt Regency Hotel, 320 W. Jefferson St., Louisville, 40202

Cost: To Be Announced

Contact: Kellie Watson, 502.574.3631

March 3-5, 2004

Quad State Conference on Human Rights

Hyatt Regency Hotel, 401 W. High St., Lexington, 40507

Also, the conference Civil Rights Luncheon on March 4
(Time to be announced)

Cost for conference or luncheon: To Be Announced

Contact: William Wharton, 859.252.4931

Visit our website!
www.state.ky.us/agencies2/kchr